Applicant's Add	ress
Telephone Numi	per
Name of Intervie	ewer
	12-19-02
Dates of any Previous Interview	Date of this Interview

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It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

ンファンクックのC Name of Applicant

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4:
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	. 5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5.

Blow Applicant's Add	dress	The purpose of this analysis is during the interview and to applicants when interviews are	to organize the recording of information collected assist in evaluating and comparing different ecompleted.
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- 2. Nærtetter over wæk open house ar lis own
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Applicant's Ado	iress
Telephone Num	ber :
Name of Intervi	ewer
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Name of Applicant

Position Applied for

	1	2	3	4	5	
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Telephone Num	ber ·
	*
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Name of Intervi Dates of any	ewer Date of this

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Applicant's Add	iress
Telephone Num	ber ·
Kut W	Leader
Name of Intervi	
	12-19-02
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Blain Lawrence Elem + Spec, Ed.

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Applicant's Add	ress
Telephone Numb	Der ·
<i>[</i> -	35
Name of Intervie	:wer
	12/19
Dates of any	Date of this
Previous Interview	Interview

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Applicant's Ado	iress
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Blair Laurence
Name of Applicant Position Applied for

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Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 11 of 58 ES long term sub 1. be planned and organized centers meet indical cooperative learning to foster dev. 2. Tokly newsletter U open house on own signed assignments 3. Used in every lesson H. Preventive disciplince
ground rules, consistent, fair
token - self assess
positive reinforcement

5. self assessment Confinuous cycle

Variety - p/pen, perf. use rubric

6. calm discussion stay strong · willing to learn makes sense

Applicant's Add	lress .
Telephone Num	ber ·
He	ller
Name of Intervi	ewer
	12-19-02
Dates of any	Date of this
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Blai-Lawrence

Name of Applicant

Position Applied for

45

	1	2	3	4	5	
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Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 13 of 58

- East Eno - Long term
- Ed Cappello
- Short Auswers
- Pagental Envolvement webstetter - Log

- Resition Reinforcement Not negative

Leinforcement -

- Variety of Assessment -

Applicant's Ado	fress	
Telephone Num	ber :	
Name of Intervi	ewer	
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Compate	L SUM -					42

Stephan, Applicant's Ad	e Hughos dress	The purpose of this analysis is during the interview and to applicants when interviews are	to organize the recording of information collected assist in evaluating and comparing different completed.
Name of Interv		It will be most effective if panalysis may also be referred areas to discuss with the applic	prepared immediately after the interview. This to during the interview as a reminder of basic cant.
Dates of any Previous Interview	Date of this Interview	Name of Applicant	Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered	Perfect for job. Generally outstanding	5

Applicant's Ado	fress
Telephone Num	ber
Name of Intervi	ewer
Name of Intervi	ewer Date of this

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Hiphunie Hughes Name of Applicant

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	if
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4.

ES Autistic

1. Planning Rentry / Computer / Claiming groups.
2. letter to parents, journal, daily report, as needed, welcomes.
3. interpreter all Orean

4. greeting students is emportant token ecomony, longuences

5. informal/formal assess assess (on going)

6. listen to parent first
open for openeous/ Criticism
you heten to them

Applicant's Add	ress
Telephone Num	per .
Kut Me	**************************************
Name of Intervie	ver 12-49-02
Dates of any	Date of this

Interview

Previous

Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Stephanse Hughes Elem / Special Ed Position Applied for

REVIDENT EVIDENT Meets our requirements for hirings. Adequate for job applied for. More than adequate. Has some experience in related areas. Adequate for job applied for. Some difficulties will deveract from job performance. More than sufficient for adequate job performance. More than sufficient for adequate job performance. More than sufficient for job, areas on prefer type of work applied for. Outstanding ability to communicate. Some lack of interest. None exhibited. No concern for personal future. None exhibited. No concern for personal future. Very sloppy in appearance or unacceptable personal habits. POISE APPEARANCE AND HABITS Appeared extremely distracted and confused, or unreasonably uneven temper. Did not understand many points or concepts or ideas. Missed some concepts or ideas. Within satisfactory range for job. Within satisfactory range contact for job. Meets our requiremene percental adequate for job appears on a so		1 .	2	3	4	5	
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INSIGHT AND ALERTNESS Did not understand many points or concepts. Missed some concepts or ideas. Understood most new ideas and shares in discussion points. Understood most new ideas and shares in discussion points. Grasped all new points and underlying motives. Quick grasp of ideas. Quick grasp of ideas. Within satisfactory range for job. Some deficiencies. Within satisfactory range for job. Considered Understood subtle points and underlying motives. Quick grasp of ideas. Good personality for job. Generally outstanding	POISE	distracted and confused; or unreasonably uneven	confusion or loss of temper to interfere with job	Sufficient poise to perform job applied	during interview. Inspires confidence in ability to handle	impressive poise under stress. Appears unusually confident and	5
PERSONALITY Not acceptable for job. Some deficiencies. Within satisfactory job. Some traits Generally range for job. considered outstanding		many points or		new ideas and shares	points and concepts	Understood subtle points and under-lying motives. Quick grasp of	. 5
to But grade + and grill 42	PERSONALITY		Same deficiencies.		job. Some traits	Generally	

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J. Positive rapport + atmosphere
Token system.

5.
6. Lister first. It reided, Involve

Applicant's Add	ress
Telephone Numb	oer -
	RX
Name of Intervie	(wer
	12/19
Dates of any	Date of this
Previous Interview	Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant Position Applied for

PECIFIC JOB & OB RELATED OPICS None for this job nor any related experience. COMMUNICA- COURD not communicate. Will be severely impaired in most jobs. None exhibited. None exhibited. None exhibited. None exhibited in future. None exhibited. None exhibited in most jobs. None exhibited in most jobs. None exhibited. None exhibited in most jobs in most jobs. None exhibited in most jobs. None exhibited in most jobs. None exhibited in most jobs in most jobs. None exhibited in most jobs. None exhibited in most jobs in most jobs in most jobs. None exhibited in most jobs in most jobs in most jobs in most jobs. None exhibited in most jobs in most jobs in most jobs in most jobs. None exhibited in most jobs in most jobs in most jobs in most jobs. None exhibited in most jobs in most job applied for. Properly dressed and groomed. No offensive por somal habits. Properly dressed and groomed. No offensive habits. Properly dressed and groomed. No offensive habits. No loss of poise during interview. Inspires confidence in		1	2	3	4	5	
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Mone tor this job not any related experi- Incommunicate Could not communicate Could not commun	KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	, -			expectations of	in job and very strong in associated areas.	5
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MOTIVATION TO UCCEED Very sloppy in appearance or unacceptable personal habits. Appeared extremely distracted and confused; or unreasonably uneven temper. Appearance. Did not understand many points or concepts. Not acceptable for job. Not up to average level. Shows little desire to succeed. Average desire to succeed. Wants to succeed. Wants to succeed. Wants to succeed. Warts of warts. In a personal habits. Sufficient poise to perform job applied for. Sufficient poise to perform job appl	INTEREST IN POSITION AND OUR ORGANIZATION			1 1	Seems to prefer type	with job content. Conveys feeling only this job will do.	5
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NSIGHT AND ALERTNESS Did not understand many points or concepts. Missed some concepts or ideas. Understood most new ideas and shares in discussion points. Within satisfactory range for job. Within satisfactory range for job. Within satisfactory range for job. Did not understand many points or concepts or ideas. Understood subtle points and underlying motives. Quick grasp of ideas. Ocod personality for job. Some traits considered especially desirable. Did not understand many points or concepts in discussion points. Within satisfactory range for job. Within satisfactory range for job. It It	POISE	distracted and confused; or unreasonably uneven	confusion or loss of temper to interfere with job	Sufficient poise to perform job applied	during interview. Inspires confidence in ability to handle	impressive poise under stress. Appears unusually confident and	5
PERSONALITY Not acceptable for job. Some deficiencies. Within satisfactory range for job. Some traits considered especially desirable. Generally outstanding personality as well.	INSIGHT AND ALERTNESS	many points or	***************************************	new ideas and shares	points and concepts	Understood subtle points and under- lying motives. Quick grasp of	. 5
	PERSONALITY	•	Some deficiencies.		job. Some traits considered	Generally outstanding	5
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Case 1:04-cv-00264-SJM Page 21 of 58 Document 63-2 Filed 06/26/2006 outst St. leaden Intro NH/MASH 98 - always liked to work at hear - Owis or all sped.

St.t. 9d2 Dufins ES 8+9 16-3 audite

LSS K-6 43 Recontinue gut endrate vorde purporter of are types of him 1) learn centers - endependent grees - porgotier Onnee jp al tercher 2) leller to intra self - daily come of autistic Promits 3) 4). Pro feely wally not closer to be to be server - Known Thenghot anit - not just they test 5) formal > need 6.) lister to parent - y needed worlde principal Stante - prior runs school - Call to resolut

Applicant's Add	iress
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Name of Intervi	ewer
	12-10-00)
Dates of any	Date of this
Previous	Interview
Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Stephanie Hughes Pos

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>(5.</u>
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to preter type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	·:/ }
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>5.</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	·5.
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	. 4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5,7.
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Filed 06/26/2006 Page 23 of 58 field Slik skills K-6 emotion support X-8 of the gr. 3 K-3 autistic 1. learning centers 2. letter to parents to intro. self

nightly communication - rec: need for
autistic 3. gave example of lessons - using powerpt? positive feeling token / consequences weak answer on assess. Sp. Ed assess. imp . 6. 0 listen · imp. tchq. · resolve conflict in anyway nervous laugh.

Applicant's Add	iress
Telephone Num	Jellen
Name of Intervio	ewer
Dates of any Previous Interview	Date of this Interview
Interview	12-19-夏乙

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experi- ence.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	. 4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
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Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 25 of 58 - grad. of Meadingh Elem/Spec. Ed. - Zul grade - Life Skills, = - Bad grade - Austrian = - Stephania Hughes
- Erin Bourginn
- Amber Nolon - Nikko Shear Robert Barlak Jennifer Twork No way David Steerns
CD, DS, R.W. M.W. Rowen Wagner
Mark Weathers A MCETWAIN A. Foulk A. Szalewicz 5. Boca B. Lawrence C. Dupont

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Kin Bintrauin

Tame of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICA- TION ABILITY	Could not communi- cate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	+
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	.4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3

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2. Notuntars - home - septent connection

3. Balanced teteracy approach - graphic organizar

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6. listen to facts / gather info/

Erin Bourguin Applicant's Address	The purpose of this and during the interview applicants when interview
Telephone Number	It will be most effect analysis may also be areas to discuss with th
Dates of any Date of this Previous Interview Interview	Name of Applicant

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4. Margant is privatione. Rules, orotos w/ Con sequeses. - Dix not not not power as Pout of plan - Do not very from the Plan.

- Looken to facts.
- understands chain of command.

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Applicant's Ado	iress
Telephone Num	ber :
Name of Intervi	ewer
Dates of any	Date of this
	Interview

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Chin Burauin
Name of Applicant

7	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4 4
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Applicant's Add	iress
Telephone Num	ber '
Kust M	eader
Name of Interview	
	12-19-02
Dates of any	Date of this
Previous	Interview
Interview	

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Erin Bourguin Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
sperience out	side of ed.		4 8-	ative thing - c	a seguences	40

1. Bab. Lituacy, understanding of reading levels and guided reading.

2. Invite parents to come in.

Coffe- hierarchy

Applicant's Add	ress
Telephone Num	ber ·
·	RS
Name of Intervi	ewer
	12/17
Dates of any	Date of this
Previous	Interview
Interview	

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COMMUNICA- TION ABILITY	Could not communi- cate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	F
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OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	54
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	4
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•	Not acceptable for	Sorne deficiencies.	Within satisfactory	Good personality for job. Some traits considered	Perfect for job. Generally outstanding	Ц

Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 33 of 58 To Facted in medical full - 5 cence concertiale retail monagenet 42 yr m Calif. Custom service azamatara suis plishelity + rapport 1. Emes BL; GR in field; RR.j Carpelini My eden to A-lace state on in line 3. encorporate en outent - graphe again Can't pakene wealet if su't real 4. préventain - duy l'onnépaire lange infract to purezait 5. at all livel + times - conjunctionin abservation - authentice observation - authentice ; experients ; experients 6 lester to facts - keep on eye in it + watch Chain of Command thats the hierarchy-my bross
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Applicant's Add	lress .
Telephone Num S. Go Name of Intervie	od-
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Dates of any	Date of this
Previous	Interview
Interview	

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Krin Bourguin
Name of Applicant

Position Applied for

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	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 35 of 58 management experience - customer service management retail sales, organizational skills 1. Bal Lit exposure with Jami small group mad minute idea-leveled by student 2. Come in as volunteers 3. specific info. graphic org. for S.S. classroom up right stated rules posted with consequences. 5. at all times observation - authentic? p. pen test what use it for? look at prior knowledge le. · listen to facts will watch relationship if no factual eyeo boss is principal take in strile - react accordingly

want to know why - look for middle grown

Applicant's Add	ress
Telephone Num	Heller
Name of Intervi	ewer
	12-19-02
Dates of any	Date of this
Previous	Interview
Interview	

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Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
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Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 37 of 58

- Balanced Literacy = Runnin, Records =

- Says alot babout little -

Applicant's Add	ress	The purpose of this analysis is to during the interview and to a applicants when interviews are co	organize the recording of information collected assist in evaluating and comparing different ompleted.
Telephone Num		analysis may also be referred to	epared immediately after the interview. This o during the interview as a reminder of basic
Name of Intervie	ewer	areas to discuss with the applicant	
Dates of any Previous Interview	Date of this Interview	Name of Applicant	Position Applied for

	1 UNSATIS- FACTORY No knowledge	SOME DEFICIENCIES EVIDENT	3 SATISFAC- TORY	4 EXCEP- TIONAL	5 CLEARLY OUTSTAND- ING	INSERT RATING
CNOWLEDGE OF SPECIFIC JOB & 100 OB RELATED 6	FACTORY	DEFICIENCIES			OUTSTAND-	
SPECIFIC JOB & 1 OB RELATED 6	No knowledge					
	evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
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Applicant's Ado	dress
Telephone Num	ber
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Name of Intervi	ewer
Dates of any Previous	Date of this Interview
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
PERSONALITY		Some deficiencies.	range for job.	£		

Case 1:04-cv-00264-SJM Document 63-2 world like to speed much true on marpalating 2. Callaboration betwee all very important ! integrate all is all subjects to recognized the need for modification & adaptation. allow stabits to help note clossorm rules use behavior med plan of needed.

Applicant's Ado	lress .
Telephone Num	ber ·
Name of Intervi	ewer
	Date of this
Dates of any	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY -	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experi- ence.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	3
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	3
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3

Early Eheldhood/Spec. Ed. Mit. not much reg. ed experience-likes one on one

2. Collaboration - send home letter/phone colla/woluntiers/ 3. different modes of student learning Tyles 4. Charron radio/w student / hepavior mad ne vane

5 Stal Written assess. - standardized tests are frustrating for his?

need the scores but it is intimidiating whole gry assess trucker

6. research get facts / listen / suggestions

prefer to be cratique their to let it keep gring

depending on whet is was - accept authort

Applicant's Ado	iress
Telephone Num Kut N Name of Intervi	<u>leado</u>
	12-19-02
Dates of any	Date of this
Previous	Interview
Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant

Position Applied for

	1 1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & IOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4 -
INTEREST IN POSITION AND DUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	\$5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	. 5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

1. Hando Son 2. Collaboration). parents - send Happy grams. Invite it.

4. Rules - student driven.

5. assessmit - various kniks used laspect outhority

6. Find facts - 15ten topt, of view

Applicant's Add	ress
Telephone Num	ber .
	BI
Name of Intervi	ewer ,
	12/17
Dates of any	Date of this
Previous Interview	Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Mame of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	H
EXPERIENCE	None for this job nor any related experi- ence.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main-tained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	.3
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
				especially desirable.	personality as well.	32/

Document 63-2 Filed 06/26/2006 James - Naderbyg - moved into ed - 2 gr Assir. intro mast 97 early Children | specie ed 6 Classes short of elen cert. gre > mayor Staget Sq + CS. Jenus & 3 wh prostecion Hatz Haha 4 block - BL - ready mastery at 80; parhi SS/mach - Science also subber @ E.S. More moobres wil specime ed -likes Small grages + /on 1-Denn rendez levels - whole gp-renteer - em gp.
menepulation (2) key to success ; to commencent; hoping gran 3) integrate in see subjects - kindly in see) Speaking - presentation; they kille (4) Classon rules - envolve stocks in maky them beh mid glin. 6) Reff knie - Written + oral recole, It tests are frustrating for ethat & tracken but series are needed. (6) reserve first - be lestener 18t - grefu to be took a better way to do it -authory W/ Mason behind it - Change 1st I den

Applicant's Add	iress
Telephone Num	ober ·
Name of Intervi	ewer
	12-19-02
Dates of any	Date of this
Previous Interview	Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Carolyn Beers
Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	2
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	3.
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3.
		<u></u>				<u>30</u>

Case 1:04-cv-00264-SJM Filed 06/26/2006 Page 47 of 58 Document 63-2 Farly Childhood /Sp. Ed Limited exp in reg ed Gannon 4-3 wk field prac. St. Tehr Gr. 544 hS

gr 3 - Used 4 blocks

Sec. Dist. - Bal. Lit.

First Dist. - Mastery Rdg experience in small groups. Clearning centers manipulatives, break-down large tasks 2. collaboration between parents, tchrs, students obs, involvedment, 3. spoke about modifications - never discussed children doing anything but what wanted ('not comfortable () with speaking) behavior mod. write goals together 5. many kinds- oral, written, projects (group) standardized tests are frustrating standardized tests are frustrating Limited expectations 4. Isten, research · prefer told directly, used for imp. · accept authority & change idea

Applicant's Add	Iress
Telephone Num	ber///
	teles
Name of Intervi	èwer
	12-19-02
Dates of any	Date of this
Previous	Interview
Interview	

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45

Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4:
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	4.
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	·4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	. 4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4.
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Case 1:04-cv-00264-SJM Document 63-2 Filed 06/26/2006 Page 49 of 58

Meadrilla - Gred =

Ournow = \$\frac{1}{2} \square \text{Spec. Ed.}

Early childrent Ed.

6-3 wk fracticum
St. Tead Sauge four / Cambridge

Sylen Crawbridge, 3rd grade

Reading =

2nd Dist, \(\frac{1}{2} \) yn. exp. misstry kist
Dies not Answer guestion -

Ale.

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Applicant's Add	ress
Telephone Num	ber
Name of Intervi	eader
Name of Intervi	ewer
	12-9-02
Dates of any	Date of this
Previous	Interview
Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Amber Nolan
Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
NOWLEDGE OF PECIFIC JOB & OB RELATED	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICA- TION ABILITY	Could not communi- cate. Will be severely impaired in	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
ORGANIZATION OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

1. Organized prepared - no down time ordangement 4, college assigned involving Notweet outside school. Continued ed.

2. Student contenent.

3. In First panels from of communication, Positive comm. Nouveball verball plans.

Nolan	
ress	
ber -	•
ewer	-
Data of this	-
Interview	
	ber - ewer Date of this

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant Pos	sition Applied for
-----------------------	--------------------

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
TOPICS EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	量3
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE .	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	ゔ゙
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
	1 mound					# <u>Z</u>

organized + frequente enthur + energetic malinition firegerson - scale

Applicant's Add	ress
Telephone Numb	
Name of Intervie	ewer
	12-9-02
Dates of any Previous	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant Position Applied f

- Y I	2	<u>_</u>			
- 1	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
erest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
l. No rsonal	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4.
s.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
emely uneven	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed F impressive poise under stress. Appears unusually confident and secure.	5
stand or	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	. 5
le for	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	40
le	for	for Some deficiencies.	101	for Some deficiencies. Within satisfactory job. Some traits considered	for Some deficiencies. Within satisfactory job. Some traits considered consi

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Enthusian - Irvilial in community Activity
- Activities

- Confirm her Education

Formation - Summation Assessment -

Applicant's Add	dress	
Telephone Num	ıber	
B		
Name of Interv	iewer	-
12.19/0	<u></u>	
Dates of any	Date of this	
Previous	Interview	
Interview		

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Amber Wiler
Name of Applicant Position Applied for

[1	2	3	4	5	
	TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
1,2,3	KNOWLEDGE OF SPECIFIC JOB & JOB RELATED	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
open	EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
ı	COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
, for.	INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
	OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	5
	APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
	POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
٠.	INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	4
	PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
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of organized operand - actually ingred strains -kove igetic volunteer - WMI Vil Firedept Deapa doug autum classes Want to continue ed. 1) student centered learning -enderstand objectives Q Durvey priests for Comm. needs abeg of ju fallow though Call for good thoughton 3. entiget Eless - Science entigent - hist R.A - mach pris - Sei - hist 4. high expectate are actively engaged. 5. daily assessment - absenter - long subject
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6. Cester to pr

Applicant's Add	ress	
Telephone Num	ber	
J. KA2+		
Name of Intervio	ewer	
Dates of any	Date of this	
Previous	Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

AMBER. NOLAN Elementary
Name of Applicant Position Applied for 7

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
CNOWLEDGE OF SPECIFIC JOB & OB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas. Totally experienced	5
EXPERIENCE	None for this job nor any related experi-ence.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	in job. Has strong experience in related areas.	3 -
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	.5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling Conly this job will do.	_5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4 .
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle of points and under lying motives. Quick grasp of ideas.	6
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5.

STUDENT CENTRES LEMENTC.

Class on integration -

High expectiations - Don't allow down true.
- No verbed techniques.

- Token aconomy.

Assessment darly - formative

- only way a teacher

6 - open, honest, give fount a chance to,

- Like citicism (constructive)

- NO - From a stadut not excepted.

NO - From a protessional

Done much work in the District
Very vell informed.

Applicant's Add	ress				
Telephone Num	ber				
S. Good					
Name of Intervi	ewer				
	12-09-02				
Dates of any	Date of this				
Previous	Interview				
Interview					

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It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Amber Nolcen

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & IOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experi- ence.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Same deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
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